

AGENDA

1. Condolence Resolution
2. Confirmation of the Minutes of the last Meeting.
3. Resolution and Credential Committees
4. Report by Com. B.D. Joshi on developments since the General Council Meeting in Goa in October 1992, the communal situation - the tasks.
- 4(a). Discussion on the Report.
5. Proposals for strengthening AITUC's finances - fixing of a special levy.
6. Venue and date of the 35th session of the AITUC.
7. Resolutions
8. Credential Committee's Report.
9. Organisational Matters.
10. Misc.

Time-Table

14 May 1993 -	4 P.M. to 8 P.M.
15 May 1993 -	9 A.M. to 1 P.M. 3 P.M. to 6 P.M.

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ALL - INDIA TRADE UNION CONGRESS

24, Canning Lane, New Delhi-1.

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President: M.S.KRISHNAN
Gen. Secy : HOMI DAJI
Acting Gen. Secy: B.D.JOSHI

Report of work presented to the Working Committee
of AITUC- Bhilai (M.P.) 14-15th May 1993.

The General Council meeting held in Goa in October 1992, had, after analysing the situation confronting workers and their Trade unions, generally approved the line of furthering and developing struggles of the working class through the then newly-created joint trade union forum of 'Sponsoring Committee of Trade Unions'. While laying down concrete organisational as well as Trade union tasks, the report called upon all AITUC affiliates to "unfailingly take lead in bringing together constituents of T.U.Sponsoring Committee & other workers' organisations of left orientation for joint agitation and struggles on slogans and demands commonly decided by the Sponsoring Committee..." The immediate target and focus of agitational activity at the time was the 25th November workers' March to the Parliament. But the perspectives for the AITUC-led Trade union movement were more concretely defined in the operative part of the report, wherein were listed the main tasks relating to the building up a formidable fighting front in order to compel the Govt. to retreat from some of its most obnoxious anti-working class positions.

Some of these tasks gave high priority to the "toning up or streamlining our own organisation at local, Distt./regional, as well as state-level, not excluding the centre, with utmost sense of urgency and earnestness. Others highlighted the need to considerably expand the dimensions of the AITUC-led Trade Union movement by taking up with much more seriousness the oft-stressed task of organising the vast mass of unorganised workers on the basis of their pressing demands, like substantial increase in Minimum Wages, elimination of the obnoxious casual and contract system of employment, etc.

yet others stressed the urgent need to build up common activity of workers & employees in different sectors of industry and services with a view to enlisting their active and conscious participation in solidarity and joint actions against retrograde economic and industrial policies of Central Govt.

It would have been in fitness of things if one could on behalf of the AIRUC sectt., present a factual report on the extent to which our different State Committees have been able to proceed towards fulfilment of each of the above mentioned tasks. However, no worthwhile reports from most of the bigger states, except to a limited extent from Madhya Pradesh, Bihar, Maharashtra, Karnataka and Punjab, have been received at the centre. Among the smaller states Goa alone has sent some reports on activities of our affiliates in the territory. From whatever sketchy information could be gleaned from these reports, the high-priority task of organising the unorganised has to some extent been undertaken in the states of Maharashtra, Madhya Pradesh, Karnataka and Punjab alone. Consequently no noteworthy agitation and struggles appear to have been organised for appropriate upward revision of the prevailing low rates of minimum wages, and abolition of contract/casual system of employment etc. on a scale contemplated by Goa General Council meeting. This particularly applies to unorganised/small scale employments in the vast private sector. The fact that minimum wages continue to be much below even to ensure the 'rock bottom level of human existence' in most of the major states like West Bengal, Madhya Pradesh, Bihar, Uttar Pradesh, Rajasthan, even Maharashtra & Tamil Nadu, etc., reflects lack of attention towards this intensely human problems on the part of the State Committees concerned. There is no reason why these major and more industrialised states should lag behind less industrialised states like Punjab, Haryana, Delhi, and even some of north-eastern states in fixing minimum rates of wages linked to consumers' price index.

Organisational state

In the absence of even sketchy reports it is hardly possible for one to hazard a guess in respect of the organisational state of our state committees. If occasional reports,

rather complaints, sent by some of our affiliated unions in several states furnish any indication many of our state centres continue to be in a bad shape. State centres functioning regularly and democratically perhaps constitute a minority. Functioning of the organisation from grass-root level upwards continues to be unplanned and unorganised. Tell-tale examples of the isolation in which most of our state centres are functioning is provided by the failure of most of them to ensure furnishing of replies by our affiliates to an important questionnaire circulated from the centre requiring factual information on important aspects of state of their health. Similarly the tardiness with which the highly important work of going through the membership verification process is being handled or supervised by state Centres/our affiliates despite AITUCs numerical superiority in the matter of genuine membership does not speak well of their internal organisation.

However, it is also a fact that many of our affiliates both in private as well as public sector provide examples of much better organisation and democratic functioning as compared to other State Centres. In all but a few cases state centres find themselves resourceless both in terms of money as well as well-maintained & efficient cadres. Even skeletal facilities for proper and efficient functioning of the leadership are absent. On the other hand many of our affiliates possess resources sufficient to ensure their smooth functioning. The causes underlying these negative aspects plaguing our State organisations require to be gone into thoroughly and with utmost seriousness, and appropriate remedial measures applied before it is too late. We will be deluding ourselves if we feel puffed up merely by mass response to the repeated calls given by the I.U. Sponsoring Committee. It is an inexorable logic of mass united activity that the constituent with the greatest internal cohesion, compact organisation & clearest perspective of the movement ultimately emerges as de facto leading & guiding force.

Before concluding the organisational part of this report, I must confess that several weaknesses in the functioning at the centre continue to persist. Resource-crunch, so to say, coupled with considerable depletion in the working

strength of the Secretariat due to continued indisposition of our General Secretary, Com. Daji, and of secretary Com. Mahendra, besides permanent absence of another secretary for unknown reasons, naturally have a telling effect on the performance of the central office. Continuous upswing in the tempo and dimensions of the united Trade Union activity & struggles place a heavy draft on physique & energies of Central leadership, with accompanying mental stress & strain. Serious thought has now to be given to renewal of leadership beginning, perhaps from the top itself.

Success of the 25th November March to the Parliament

Coming to the AIFUC led movements' role in ensuring the resounding success of this memorable demonstration of workers' united might, we can certainly feel satisfied with our performance. In particular, participation from Maharashtra, and Madhya Pradesh appeared to be above expectations, while Bihar & Punjab registered their usual presence. Participation from the adjoining states of Haryana, U.P. & Rajasthan was, however, below expectations. It has to be admitted that the Central leadership displayed some amount of hesitation in projecting the AIFUC to the extent justified by its contribution to the success of the March.

Undoubtedly the 25th November March constituted an important mile stone in the advance of united action of Trade Unions in our country on the basis of a broad platform of common concerns and demands of the working people. Its massive dimensions and stridently united call to the working people to relentlessly fight against capital's offensive against workers' jobs, working & living conditions and trade union rights appeared as having some effect on the Government for the time being. This became apparent from the rather defensive posture adopted by the Prime Minister in his meeting with representatives of Central T.U. organisations the next day - 26th November 1993. However the contemplated follow up of

the mighty display of collective strength of Trade Unions by mounting counter-offensive against the Govt.'s anti-working class policies & measures through further broadening the composition of the emerging platform of popular demands of different sections of the toiling people, suffered a set back as a consequence of the communal holocaust following the demolition of the Babri Masjid structure. This most shocking and disgraceful outrage against the secular and democratic foundations of the Indian state, perpetrated in furtherance of a vile conspiracy hatched by the fiendish RSS-VHP-Shiv Sena combine resulted in orgies of communal violence throughout the country. We must fully realise the menacing short as well as long term implications of devil-dance of the forces of religious fanaticism and communal reaction for the development and advance of our movement. The fact that during these communal riots many of the industrial centres with quite substantial concentration of working class population were seriously affected. While industrial centres like Jamshedpur, Ranchi, Kanpur, Bangalore, Bhopal, Ahmedabad, Baroda and even Calcutta could not escape the fratricidal consequences of the communal conflagration, Bombay, the cradle of working class movement in our country witnessed unimaginably shocking situations wherein the Shiv-Sena inspired gangs of Hindu workers blocked the entry of their Muslim brethren in certain industrial establishments. It has to be stated that the Govt. of India shares the blame for the events leading to the demolition of the Babri Masjid structure and its grave consequences. But for its compromising attitude and its undue faith in the words of BJP leadership, this tragedy could have been avoided.

AITUC Centre issued calls and circulars to the state committees & other friendly workers' organisations to wage a determined allround fight against these diabolical forces by ensuring large-scale mobilization of the working people on the basis of secular-democratic values of our country and its Constitution. In the following period the campaign against communalism and for communal peace and amity was taken up first by the Sponsoring Committee of Trade Unions, later merging into the national movement initiated by almost all

secular and democratic political parties and groups, (except the Congress & the BJP) constituting a much broad platform, Rashtriya Ekta Abhiyan, for defence of secular-democratic character of the Indian State. As one of the participants in the 'Abhiyan', AITUC participated in various programmes, including the signature campaign on the national pledge, etc. decided upon by the steering Committee of the Ekta Abhiyan. However, the centre has no reports about the extent of participation of AITUC units at State, Distt. or local levels. Judged by the no. of signed pledges received in the centre, it cannot be claimed that we have done as much as the situation demands or as much as it was possible for us to do. Our performance in this behalf requires to be subjected to further scrutiny.

The AITUC along with other trade unions and mass organisations participated in the mass rally held in Delhi on April 14th sponsored by the Rashtriya Ekta Abhiyan.

Struggle of Public Sector workers against continuing Government offensive.

Throughout this period workers in the Public Sector had to continue their struggle in various forms against different anti-public sector aspects of the new Economic & Industrial policies of the Government. Despite categorical assurances to the contrary held out in the Special Tripartite Committee & various Industrial Committees set up under its decision, it has continued to refer cases of so-called P.S. sick units to BPIR. In fact no meeting of the Special Tripartite has been called for over a year now. Similarly, Industrial Committees have also been put in cold storage. Covert retrenchment of workers in a number of P.S. units under the smoke-screen of VRS has been continuing. A large no. of MTC units have been compelled to stop productive activity on one pretext or the other. Unanimous decisions of the Special Tripartite Committee & the various Industrial Committees to carry out joint study of working of individual public sector units with a view to evolving possible rehabilitation & revival packages for them, are being blatantly flouted. Similarly, disinvestment of shares of public sector units as a first step to hand them over to the private sector continues even without evolving any rational criteria, for their reasonable valuation. Industries Minister,

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Mrs. Krishna Sahi has gone on record disowning total Govt. obligation towards revival or rehabilitation PSUs rendered sick. This outrageous statement clearly exposes the shameful double dealings the Narasimha Rao is indulging in. The statement was promptly condemned by the sectt. of the AITUC. Meanwhile the Govt. continues to keep the TUs in the dark on its position on the Ramanujam Committee Report. The Labour Ministry is holding back its reactions and its stand on various contentions issues, although according to conclusions of the 30th ILC held in September 1992, the Trade Unions were to be fully taken into confidence before finalisation of the draft of the proposed Industrial Relations Bill. The AITUC continues to hold on firmly to its stand that the Bill must provide for secret ballot for determining representative character of a union. While the INTUC continues to oppose secret ballot, the BMS stand is equivocal.

Negative features of the new economic and industrial policies of the Govt. continue to plague the economy to ever greater degree. For instance Trade deficit in US Dollar terms doubled in April-November 1992-93. Over 30% of the country's export earnings are going towards annual debt-servicing. Outflow on this account went up by 65% in 1992-93 (April-September) in comparison to such outflow in 1991-92 during the same period. For other features of the economy the facts and figures contained in appendices attached hereto should be carefully studied. These would demonstrate how the IMF-W.B. inspired structural adjustments and so-called economic reforms have already started benefiting monopolies and MNCs at the expense of the working masses.

Partial success of Public Sector Workers' agitation

Public Sector workers' agitation against ban on wage negotiations, implementation of the Tripartite D.A. Committee's recommendations for increase of rate of Industrial D.A. to Rs.2.00 per point increase etc. gained further momentum during this period. The agitation is led by the Committee of Public Sector Unions. The Committee decided upon a phased programme of united action, culminating in a 3-day token strike to force the Govt. to concede their demands. However, even before the date fixed (i.e. 6th of March, 1993) for service of strike notice on the public

Sector managements concerned, the INTUC, which had till then shown no inclination to join or initiate any action on its own to pressurise the Govt. to concede the fully justified demands of P.S. workers, all of a sudden served a so-called strike notice on the Govt. demanding inter-alia implementation of the recommendations of the D.A. Committee Besides lifting of the ban imposed on wage negotiations in public sector industries. Apparently this was a stratagem jointly worked out between the Govt. and the INTUC leadership to neutralise the effect of the CPSTU's agitation and strike decision in order to enable the INTUC to claim the credit for securing the acceptance of major demands of CPSTU workers. It has to be accepted that this cunningly-devised move culminating in seemingly unilateral Govt. decision to accept the two major demands projected by the INTUC caught the CPSTU leadership perhaps unawares and it failed to react to the new situation in any effective manner. There has been lot of criticism from our affiliates and other friendly unions of CPSTU workers regarding the failure of the CPSTU to summon an emergent meeting of the Core Committee to review the situation arising out of the Govt.'s announcement with a view to provide timely guidance to P.S. workers and their unions. This aspect of CPSTU functioning perhaps requires fresh thinking and discussions to avoid such highly embarrassing situation in future. A report on subsequent joint negotiations on various issues raised by the CPSTU, and the results thereof will also be made by our President, Com. M.S. Krishnan who is Convenor of its Core Committee.

Union Govt.'s budget for 1993-94.

The usual pre-budget discussions with TUs took place on invitation of the Finance Minister. AITUC representatives participating in the discussions presented a comprehensive note containing its proposals for framing an alternative budget, besides making an oral presentation of our stand-point on different aspects of the economy including our own proposals for altering the existing budget structure in order to afford sufficient relief to the toiling masses, besides elimination of serious distortions in the economy and ensuring improvement of DOR, etc.

However, as feared, the Central budget for 1993-94 turned out to be one prepared on dotted lines motivated by the intention to conform to the W.B.-IMF prescription for the Indian economy. It gives lot of concessions to the industry & trade, encourages induction of foreign capital even in vital sectors of our economy, initiates privatisation of banks & public sector undertakings, proposes substantial reduction in import duties etc. The effect of all the measures contained in the budget is bound to seriously threaten the growth & existence of indigenous industries, particularly the vast small-scale industrial sector. Instead of bringing down prices and generating employment, it is bound to give considerable upward thrust to prices of even essential items of consumption and add to unemployment in a big way. In short, there is no prospect in it for a better life for the mass of the people, with the indigenous monopolies & MNCs emerging as its major beneficiaries. The obnoxious undemocratic practice of bring about a pre-budget hike in Rly. freight and passenger rates, etc. was again repeated by the Govt. and condemned by the AITUC Sectt.

FURTHER BROADENING OF THE PLATFORM OF ACTIONS
NATIONAL CONVENTION OF TRADE UNIONS AND OTHER
MASS ORGANISATIONS.

It is in this background of intensified offensive of the capital in pursuance of IMF-W.B. dictated economic "Re forms" programme on the one hand, and the menacing advance of dark forces of communal reaction on the other, That Trade Unions & their Sponsoring Committee decided to resume the programme of mass mobilisation and country-wide struggle sanctioned by the 25th November rally. The considerably changed situation resulting from the events following the demolition of Babri Masjid structure, required further expanding the dimensions of the mass movement and deepening of its trade union and ideological content. Consequently, a still broader platform of common demands of the working class and other toiling sections and organisations was conceived after discussions and dialogue with other mass organisations of agricultural workers, peasants, students, youth and women, etc. The national convention of Trade Unions and other mass organisations held in New Delhi on the 15th April, 1993, was a

historic step in the direction of giving a concrete shape to the idea of building up the broadest possible platform for mounting counter offensive against the anti-people policies of Narasimha Rao Govt. The basic understanding and conclusions reached in the convention pointedly state while on the one hand the economic policies being pursued by the Narasimha Rao Govt. spell doom for our economic sovereignty and self-reliance, the emerging menace of communalism and religious fanaticism on the other strike at the very roots of our national as well class unity and integrity. The powerful unity of the toiling people & democratic masses which has been sought to be built up through this National Convention has now to be considerably strengthened in order that the twin onslaught on vital interests of our people can be successfully resisted by unleashing mass actions of unprecedented sweep on a national level.

Besides continuing to fulfil the major organisational and other tasks laid down by our General Council in its last meeting, the new tasks emanating from the clearly defined immediate goal of organising a "Bharat Bandh" have to be most vigorously attended to. The phased programme of country-wide united mass activity and actions, leading to courting of mass arrests throughout the country on the 19th August, 1993, culminating further in staging of Bharat Bandh on the 9th September, 1993, must claim our most serious attention.

Our state, Distt/local Committees must immediately take bold initiatives for bringing together all Trade Unions, organisations of agricultural workers, and peasants, besides those of other students, youth, women, cultural groups or organisations and pro-labour sections amongst the intelligentsia, to unitedly go into action in furtherance of programme of action decided upon by the National Convention held on 15.4.93. All available media, including the press, printed and oral propaganda and publicity on a massive scale must be utilised to carry the message of the Convention to every nook & corner of the country in order to ensure conscious participation of mass of the toiling and common people in the proposed Bharat Bandh. It must be fully ensured by our State & Central leadership that the AITUC stands in the forefront of the titanic struggle that is developing.

Biju Patnaik Committee Report on Austerity.

The AITUC lost no time in rejecting outright the proposals advanced by this Committee as blatantly anti-labour. A few weeks back the ^{Dy.} Chairman, Planning Commission, Shri Pranab Mukherjee, invited AITUC as well as other representatives of Central TUs separately for a discussion in context of outrageous recommendations of this Report which, as is well known, seeks to freeze the wages, D.A., Bonus, etc. of the workers & employees both in public as well as private sector. It also disfavours any further recruitment under the Govt. in any state. Although the report by its terms of reference confines itself to employees of state Govts., its recommendations obviously have most damaging implications for the entire working class including white-collar employees throughout the country. AITUC representatives, naturally, gave sufficient warning to the Govt. through Shri Mukherjee, to scrap the report of the Sub-Committee without any further considerations. The Dy. Chairman was asked to initiate a genuine dialogue with T.U. Representatives on the basis of alternative budget proposals presented by them to the Finance Minister.

The New Pension Scheme.

A lot of confusion has arisen as regards the merits of the New Pension Scheme. It hardly needs recounting that the AITUC was the first T.U. Centre to initiate & press the idea of introduction of a Scheme by the Govt. to afford as much social security to workers as possible covering contingencies, including superannuation, death while still serving, pension for widows, orphaned children, physical invalidation due to accidents, etc. etc. Again it was the AITUC representative on the E.P.F. Central Board, Com. Praduman Singh who had been persistently pressing for introduction of a Pension Scheme. Ultimately the draft of a comprehensive scheme was unanimously approved by a Tripartite Committee set up by the E.P.F. Central Board and forwarded to the Govt. for its approval. Incidentally, President of the CITUC himself was a party to this decision, though later due to considerations known only to the CITU it sought to wriggle out of the commitment.

The Scheme was reported to have been opposed by the Finance Ministry and was all but scuttled, when the AITUC took up cudgels against the Govt.'s back-sliding moves in the matter. It was discussed at the outset by the General Council and Working Committee of the AITUC and though a majority of the members favoured introduction of the Scheme, it was decided, that it be further discussed by our State constituents, and their views communicated to the Centre. Since very few, if any, state committees communicated their views to the Centre, a Special Meeting of State Presidents and Secretaries was summoned to discuss the Scheme threadbare. In these discussions we also had the benefit of competent Coms. from LIC.

The conclusions reached at this two-day meeting after making an indepth study of its provisions, was that the Govt. should be pressurised to introduce the Scheme with certain amendments, including its indexations scaling up of the benefits, including amounts of Pension, due to further accrual of substantial amounts to the Corpus of Rs-5000/- crores, addition of Govt.'s contribution to the fund available for giving pension, etc. A booklet containing details of the Scheme along with AITUC's amendments to it was also published & sold in substantial numbers.

In short, the AITUC's considered view in this matter all along has been that the scheme should in principle be welcomed, but we should continue to press our amendments to it. But CITU and some other organisations due either to their ignorance about the implications of actuarial calculation and certain other details, or due to totally biased and prejudiced outlook embarked virtually on an outright assault on the entire scheme. To an extent the confusion got worse confounded due to the Govt.'s mischief in making certain uncalled for changes in the provisions of the scheme as proposed by the EPF Board. To further add to the confusion an orchestrated campaign based mostly on disinformation, misconception or partisan considerations was launched through media, indirectly making AITUC the target. On the other hand, the Govt. its Provident Fund Board Chief, signally failed even to clarify the various issues raised in the controversy.

I may be excused if I say that despite many shortcomings of the Scheme there was absolutely no reason for AITUC Comrades to get swept off their feet by the criticism of the Scheme, some of which is patently ill-informed and mis-

leading . We should firmly stick to our stand that the very acceptance of the principle of introducing a Pension Scheme for workers marks a step forward for the T.U. Movement, and that the stand of the AITUC in welcoming the Scheme with the amendments proposed by it, is in the best interests of the working people, particularly the vast majority in the small and unorganised sectors. And further that the AITUC is fully justified in claiming credit for it, since it is going to benefit an over-whelming majority of workers in the country.

GLOOMY EMPLOYMENT GENERATION PROSPECT(A) Increasing number of Job-seekers (In '000)

Year	No. of Applicants on Live Register	Vacancies Notified	Placements
1987	30,247	621	360
1988	30,050	544	330
1989	32,776	599	289
1990	34,632	490	266
1991	36,300	365	197
1992 Sept.	37,171	316	180

(B) Decreasing Employment in Public Sector Enterprises

Year	No. of Regular Employees (in lakhs)	%age increase/ decrease from previous year.
1978-79	17.03	-
1984-85	21.07	-
1985-86	21.54	2.23
1986-87	22.11	2.65
1987-88	22.14	0.01
1988-89	22.09	(-) 0.23
1989-90	22.36	1.22
1990-91	22.19	(-) 0.76
1991-92	21.84	(-) 1.60

(Public Enterprises
survey - 1991-92)

(C) Employment in the Private Sector
(Lakhs):

1980	72.27	
1981	73.95	
1983	75.52	
1984	73.46	
1985	73.09	1990 - 75.90
1986	73.74	1991 - 78.54
1987	73.64	
1988	73.92	
1989	74.53	(As on 31 March)

Relates to non-agricultural establishments in
the private sector employing 10 or more persons.

(Ministry of Labour)

(D) Educated Job-seekers

As on 31 December 1991

Males -	16557.0
Females -	4549.9
Total:	21106.9
	(in thousands)

Matriculates and above but below graduate degree constituted 82.8 per cent of the educated job-seekers and the remaining 17.2 per cent were graduates and above. About 21.6 per cent of educated job-seekers were females.

Sluggish Growth in employment

According to the latest data compiled by the National Sample Survey Organisation, the average national growth in employment in all broad sectors of the national economy since 1987 has been a mere 1.82 per cent on annual basis.

sectionally, construction industry showed 3.58 per cent growth - the high among all other sectors, followed by electricity, gas and water (2.73 %) and transport, storage and communication (2.05%).

Other sectors in the growth in employment are Mining and quarrying - 1.94%, agriculture and allied fields 1.65%. Other services together achieved 1.82 per cent growth.

The Survey says that the total employment is estimated at 314.14 million in 1992 as compared to 290.93 million in 1987-88. Agriculture and allied fields provided the maximum number of people - 199.33 million in 1992 as against 185.90 million in 1987-88. There were 13.38 million employed in the construction industry in 1992 compared to 11.52 million in 1988.

In the organised sector, over-all employment had increased to 26.8 million in March 1991 from 25.71 million in March 1988.

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ALL-INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS
FOR INDUSTRIAL WORKERS

<u>1992</u>	<u>1980 Base</u>	<u>1960 Base</u>	<u>1980 Base</u>	<u>1960 Base</u>
January	228	1124	241	1188
February	239	1129	242	1193
March	229	1129		
April	231	1139		
May	234	1154		
June	236	1164		
July	242	1193		
August	242	1193		
September	243	1198		
October	244	1203		
November	244	1203		
December	243	1198		

Increasing trend in Consumer Price Index Numbers

Between 1961 and 1992 the rise of consumer price index gave the following picture:

<u>Year</u>	<u>All-India Consumer Price Index: Annual Average for Calendar year: 1960 Base</u>	<u>Rise of Points in Price Index: Ten year periods</u>
1961	- 104	-
1971	- 190	86
1981	- 441	251
1991	- 1045	604
1992	- 1169	124

(compared to previous year)

Major hike in administered Prices During 1992-93

1. All Petroleum products except Kerosene for domestic use September 1992
by 15%
 2. Procurement Prices of Rabi Crops January 1993
by 12.5 to 23.8 %
 3. Issue Prices of wheat and rice In January 1993
16 %
 4. Levy Sugar In February 1993
by 20.28 %
 5. Coal Price In February 1993
by 12.42 %
 6. Railway freight & fare In April 1993
by 10.12 %
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ANNEXURE-III

Note on the Tripartite Committee meeting
on Pension Scheme

A meeting of the members from Central T.U. organisations in the Special Tripartite Committee, and the T.U. members of the Central Board of Trustees of the P.F. was held on 4.5.93 under the chairmanship of Shri.P.A. Sangma to consider the Pension Scheme.

All Trade Unions said that the Pension Scheme requires many improvements and they were critical of some aspects. The following suggestions for improving the Scheme proposed by all Central T.U. organisations. These were;

1. The Govt. which has now withdrawn its contribution of 1.16% to the P.F. Scheme as is evident from the Bill submitted. in Rajya Sabha, should agree to continue to contribute 1.16% to the Corpus Fund. And amendment be brought to the Bill. Minister for Labour stated he will discuss this with Finance Ministry and try to see that the Govt.'s contribution continues. TU's green signal to proceed with the Bill was conditional to this.
2. Indexation of the pension Scheme as in the case of Central Govt. employees to be introduced in the Scheme.
3. All employed persons should be covered by the Scheme. The ceiling of Rs.3500/- to be removed.
4. If a person quits before the age of retirement the pension scheme envisages pension being given to him but with a deduction of 6% for every year upto 58 years. This 6% cut in pension is too high and it has to be done away with.
5. In some factories workers retire at 60 years. Pension Scheme speaks of pension to these retiring at 58 years. Under such circumstances, persons who retire at 60 years should not be put at disadvantage.
6. Commutation of pension has to be agreed to;
7. Interest for the pension fund to be increased to 14% from the proposed 12%;
8. Calculation of pension should be on the last drawn rate of payment and not the average of 60 months pay as envisaged in the Scheme;

9. The Pension schemes agreed to in Steel & Coal industries have to be implemented. The BPF circular on this to be withdrawn. If employers & employees agree on a better pension scheme, they must be exempted from the official Scheme.

The Minister for Labour agreed to convene another meeting of T.U.'s for discussion of the scheme itself before it is finalised. In the meantime he wanted all TU's to agree for the Bill to go through with amendments proposed to enable the Govt. to implement a pension scheme. All the central TU's namely INTUC, AITUC, HMS, BMS, UTUC(LS), and NLO agreed to this subject to the condition that the Government agree to continue its contribution of 1.16%. Only the CITU opposed this.

Note on the urgent necessity to augment the
Finances of the AITUC.

The AITUC is an all India organisation functioning since over 70 years. We have participated in the national liberation struggle, and for defence of the interests of the working class all these years. We have made many sacrifices to build this organisation. All through we were carrying on with the functioning of the AITUC by donations, and affiliation fees. We did not find the resource crunch till about three years back. Though lot of work which the AITUC had to do, lot of functions which it had to discharge could not be done, we somehow managed all along. However, now the situation has become very bad that it has become difficult to carry on even normal activities of the AITUC Centre. The AITUC Centre has to do the following major jobs:-

1. To represent the grievances of the Trade Unions to the concerned authorities and try to get relief.
2. To correspond with the State Centres and T.Us about the problems of the movement.
3. To send circulars.
4. To visit the State Centres, attend their State TUs' meetings, and guide them.
5. To participate in rallies and conference of the Trade Unions in different parts of the country.
6. To conduct regularly T.U. education camps to train our cadres.
7. To maintain a proper library and develop a department of collection of statistics, analysis of the same to assist the T.U. movement.
8. To discharge our international tasks by attending the meetings of the WFTU, by paying the fees due to receive delegations etc.
9. To organise and participate in campaigns at an all India level, including joint campaigns with other TUs.
10. Publications on topical issues and TUR.
11. To convene regularly the working committee, General Council Meetings of the AITUC as well as conduct the Conference of the AITUC once in three years.
12. We have to get now whole-time cadres to function

at the Centre for looking after the various jobs. If these functions have to be discharged effectively and properly we should have adequate funds. At present, our annual expenses come to Rs.3½ lakhs while the income is less than 3 lakhs. The main source of income is the affiliation fees. And they are also irregular and not full and half of which goes to States.

Considering the necessity to discharge our tasks and face the new challenges, we have to augment the resources of the AITUC. In order to do so we propose a one time levy of Rs.2/- per member to be collected before the end of the year. Fifty per cent of collections to be paid to the AITUC and the other 50% will remain with the State TUC's. On the basis of our experience we can consider further proposals in future.